

Chief Technology Officer

Stafford County, Virginia



Stafford County, Virginia, located midway between Washington, DC and Richmond, the capital of Virginia, along Interstate 95 is a growing community. The County, which encompasses 277 square miles, is bounded by the Potomac River and King George County to the east, the Rappahannock River to the south, Fauquier County to the west and Prince William County to the north. While some of the County remains rural, portions



of the County have developed rapidly in recent years and are taking on a more suburban character. For decades, because of its proximity to Washington, DC, Stafford County saw many of its workers commute to jobs inside the Washington beltway. That outmigration is changing rapidly as local jobs have grown more than 42% in the past decade, with more than 40,000 local jobs in County today. As of the 2014, the County's population was estimated to be over 139,000, an increase of 8.5% from the 2010 Census, making Stafford one of the fastest growing counties in Virginia and the United States

Founded in 1664, the County has strong connections to events that shaped the nation's history. Most notably, it was the County's prosperous iron industry that attracted Augustine Washington and his family, including a six-year old son named George, to Ferry Farm in Stafford. The future president spent his formative years there until he reached young adulthood.

Additionally, during the Civil War, Stafford served as a logistical and transportation center for both northern and southern forces.

Today, the County continues to experience significant growth in population and business and is a thriving center for some of the nation's leading companies. The County has also demonstrated sound financial management, as recognized in the recent AAA Bond rating upgrade by Standard and Poor's. Stafford is also home to Marine Corps Base Quantico, the national training ground for Marine Corps Officers, the FBI Academy and National Crime Lab, Drug Enforcement Agency Training, and now consolidated DOD investigative Agencies. In all, the federally diverse Quantico Marine Corps Base employs nearly 25,000 and has a regional economic impact of \$5 billion annually. With its enviable geographic location, on rail and the Interstate, just a short drive from the nation's capital, Stafford is still able to retain its quaint, hometown feel. Simply put, Stafford County is a premier location to live, work, and play in America's Mid-Atlantic region.



Stafford County at a Glance

Educational Opportunities

The Stafford County Public School system is a prestigious, nationally recognized system that touts a 90% on-time graduation rate at its five (5) high schools. In addition, the school system includes eight (8) middle and seventeen (17) elementary schools, with the County Public School system enrolling over 27,000 diverse students. Stafford schools are all fully accredited, the largest system in the Commonwealth able to make that claim. Higher education facilities in and around the area are well-represented, with the campuses of George Mason University, Northern Virginia Community College, the University of Mary Washington, Germanna Community College and Lord Fairfax Community College all within a short drive. Both the University of Mary Washington and Germanna Community College offer customized training and incentive programs to meet the specific needs of local businesses.

Medical Care

In addition to its close proximity to major medical facilities in the Richmond and Washington, D.C. area, Stafford County is home to the Stafford Hospital, a full-service, 100-bed medical facility offering premier care and services. There are also 270 practicing physicians and seventy-two (72) dentists with offices in the County.

Transportation

The major airports of Dulles, Reagan National, BWI and Richmond are all located as close as forty-five (45) minutes from Stafford and are easily accessible via major highways of the Stafford region. For ease of access into the Washington, DC, the Virginia Railway Express provides daily commuter rail service from two (2) stops in Stafford. Stafford is also home to the Stafford Regional Airport, a state of the art general aviation airport serving as a reliever to Reagan National Airport.



Recreation and Leisure

Stafford's unique location between the Blue Ridge Mountains to the west and the Chesapeake Bay to the east allows residents to choose from an array of recreational and cultural opportunities. Popular attractions in the area include the landmarks of Ferry Farm, historic Chatham Manor, Gari Melcher's Belmont, Riverside Dinner Theater, the City of Fredericksburg and many Civil War battlefields. For outdoor activities, the County offers many park amenities at its more than twenty (20) sites, offering world class fields and a soon to open indoor aquatics center. Golfing, boating, public beaches and wineries also make Stafford an attractive community. The County also manages two (2) library facilities and has ample and growing retail, dining and shopping opportunities.

Stafford County Economy

Stafford is a community with a rapidly growing high tech industry presence. Today, nearly 2,500 companies provide goods and services to a diverse market. Major employers within the County include GEICO Insurance, FBI, Intuit, MITRE, Greencore, and Northrup Grumman. The region's premier class A office park, Quantico Corporate Center, is home to the Stafford Technology + Research Center, an initiative that serves as an increasing facilitator in continued growth in national security related work. Stafford is also proud of its diverse economy, with defense contractors, the Stafford Hospital, Riverside Dinner Theater and Conference Center, wineries, and higher education venues such as the University of Washington and Germanna Community College. With an unemployment rate of just 4.1% (September 2015), Stafford County held the top spot in annualized job growth in the Commonwealth from 2009-2014 (Virginia Employment Commission).

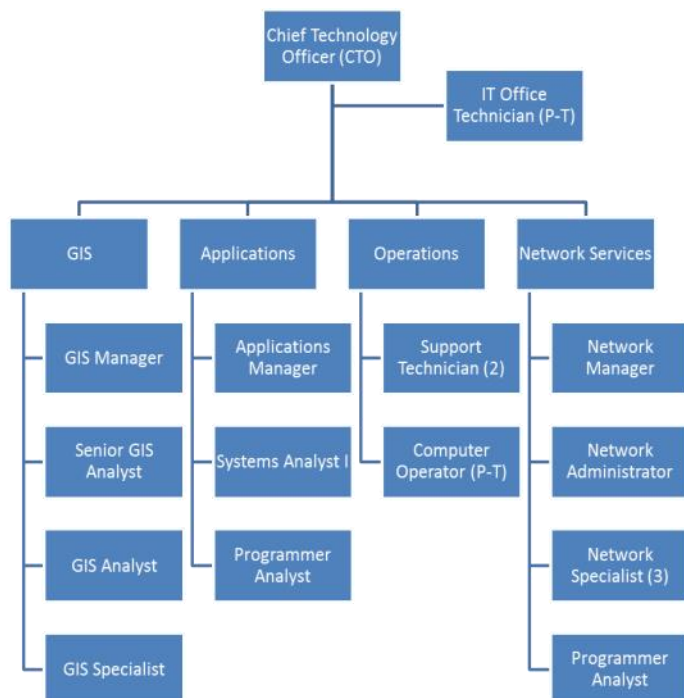


Where history meets the promise of tomorrow.

Stafford County Government

Stafford County operates under the Board-Administrator form of government, with a seven-member, elected Board of Supervisors serving as the legislative body of the local government, with each member serving a four (4) year, staggered term. The Board is responsible for enacting laws, setting policies, approving the budget for county services and appointing citizens to several boards, authorities and commissions. The County Administrator is appointed by the Board and serves at the pleasure of the Board, carrying out the Board's adopted policies, directing business procedures and overseeing day to day operations and activities of all County departments. Stafford County is operating with a Fiscal Year 2016 General Fund budget of \$265.5 million and is supported by more than 800 County employees.

In January 2015, the Board of Supervisors reaffirmed its priorities for the community, which include: Education, Public Safety, Infrastructure, Economic Development and Service Excellence. These priorities are encompassed by the overall theme of Fiscal Responsibility and Reducing the Tax Burden.



Stafford's Information Technology Department

The Information Technology department for Stafford County provides services in four (4) major areas:

- **Network Services:** Manages, secures and maintains the County's network that provides Internet, email, data and telephones services. Provides support for servers, desktops, laptops, telephones, mobile devices, audio visual systems, County website and media streaming.
- **Operations:** Provides computer operations support for computer server room and manages the help desk. Maintains computer inventory and software licenses and coordinates purchases of hardware and software for County departments.
- **Applications:** Systems analysis, programming and application procurement and implementation services are provided to County departments and Constitutional Offices. Maintains application system security and provides database administration.
- **GIS:** Maintains the County's GIS base maps and layers. Responsible for GIS interfaces with other County application systems and databases. Provides quality GIS products and insures the integrity of GIS maps and data inferences. GIS information is provided internally and externally through Intranet and Internet websites.

The mission of the Department is to provide hardware and software information systems, GIS and other technologies that enable County departments to accomplish their respective missions and to provide departmental personnel with information relative to their operations, support strategic planning, promote effective resource management, enhance customer service and promote internal and external communications.

The County remains a strong proponent of growth and vision for each County department and has developed a Strategic Technology Plan (2015) that establishes challenging, yet reachable goals for the department in an effort to improve technology while continually evaluating the current state of technology.

The Chief Technology Officer's Position

The Chief Technology Officer is the director of the County's Information Technology department, serving as the County's 'super' information officer, and is responsible for directing the operation of the programs and staff of the department. The Chief Technology Officer will have four (4) primary roles within the County:

- 1) Continuous monitoring of current use of technology to stay current on the 'cutting edge' of technology for all departments within the County, utilizing the County's Strategic Plan as the roadmap
- 2) Working with the County's broader economic development team, and with prospective high technology businesses, toward meeting new and increasing demands for connectivity, speed and access to broadband solutions that fit our progressive business minded community goals
- 3) Working with County departments to centralize technology functions, and lead in supporting interface with other localities or service providers with respect to technology or service enhancements
- 4) Fostering innovation through experimentation, such as identifying emerging technology that could hold value for departments within the County, and the broader community, while keeping the security and protection of IT infrastructure the highest priority.

Duties and Responsibilities

- Forward focused leadership, with attention to relationship building/ collaboration/ consolidation, should result in the leveraging of limited resources to meet increasing demands.
- Plan, coordinate and evaluate existing programs and activities of the County's Information Technology department, and develop a cohesive, aggressive and focused team which coordinates the use of current and future technology in all County departments, including public safety, and throughout the community.
- Meet with department staff to review projects or other initiatives, ensure forward progress, monitor status and deal with issues that arise – and fix them.
- Attend public or private sector functions as the County representative, and speak to public and private sector groups on information technology topics and issues.
- Ensure that the County's IT infrastructure/systems are protected and secure at all times.
- Lead procurement and all phases of implementation of software, hardware, and telecommunications required for an efficient and safe community.

- Direct the implementation of current legislation and regulations relating to information privacy and security while promulgating procedures and regulations related to use of information technology by County staff.
- Advise the County Administrator, the Deputy County Administrators, Board of Supervisors, residents and government departments on matters relating to information technology, security and privacy.
- Direct the preparation and administration of the Information Technology Department's annual budget, and staff and advise the County's Telecommunications Commission (TCC).

Education and Experience Necessary

Minimum requirements for the position include a master's degree in information technology or related field and ten (10) years of increasingly responsible experience in a Chief Technology Officer, Chief Information Officer or Director of Information Technology role, within a complex and diverse organization which values technology as a tool for efficiency and support is required. An equivalent combination of education and experience may be considered for creative and forward-looking candidates.

Skills and Knowledge

- Broad knowledge of the information technology industry, information technology trends, the costs and benefits of different technologies and the principles of effective information architecture
- Extensive knowledge of and skill in applying management principles and techniques to complete information technology projects on time and within budget
- Ability to communicate information technology concepts, management principles and strategic objectives effectively both orally and in writing across all professional levels
- Past experience in establishing effective and productive working relationships with employees and appointed and elected officials
- Knowledge in applying principles of organizational strategic planning and aligning information technology projects with organization objectives
- Ability to delegate and achieve results through others

Stafford County, Virginia: Progress Since 1664

Challenges Facing the County's New Chief Technology Officer

- **Adopting the "Strategic Plan":** A static strategy to develop and implement a strategic plan for future technology use is no longer sufficient. Stafford County will be adopting a model where strategic planning occurs 365 days per year because the change rate for technology is moving at a fast pace. The CTO will be responsible for 'owning' and implementing this process.
- **Improving Digital Services for Citizens:** The CTO's responsibilities will include refreshing the County's website and making additional technology services available electronically to residents, both in our buildings and in the virtual world.
- **Modernizing the 'End User' Computing Model:** The CTO will assist the County leadership in establishing an enterprise strategy for devices which employees receive for day to day operations in an effort to improve efficiency, lower costs and increase supportability.



Compensation and Benefits

The salary for the position is negotiable dependent upon the individual's qualifications and experience. Benefits include but are not limited to participation in the Virginia Retirement System, vacation and sick leave, group life insurance, medical and dental insurance, professional dues and conference expenses.

Application and Selection Process

The application deadline is **December 31, 2015**. To be considered, please submit your cover letter, resume with salary history and five (5) professional references online by visiting our website, <https://waters-company.recruitmenthome.com/>. Following the filing date, résumés will be screened by Waters & Company based on the criteria established by Stafford County. The County will review recommended candidates who most closely meet the established criteria and finalists should be interviewed in Stafford in January 2016. For more information, please contact **John Anzivino** at richmond@waters-company.com.

Stafford County is an Equal Opportunity Employer.

